

FINDINGS OF FACT BY THE 2017 SALARY COMMISSION

APRIL 25, 2017

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2000 ed.), the 2017 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu to be effective prospectively from the first day of the fiscal year subsequent to their adoption by this Commission:

1. The 2017 Salary Commission solicited public testimony regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: mayor, councilmembers, prosecuting attorney, first deputy prosecuting attorney, managing director, deputy managing director, department heads, deputy department heads, police chief, deputy police chiefs, fire chief, deputy fire chief, medical examiner, deputy medical examiner, band director, and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. Based on information provided to it by the Department of Human Resources, the 2017 Salary Commission finds that "inversion" of salaries continues to exist in certain departments, where the highest paid "exempt management" subordinates' salaries are higher than the department and deputy department heads. The 2017 Salary Commission, however, believes that remedying the inversion incrementally over the years is in the best interest of the City and County of Honolulu.
3. In order to streamline the review of existing and recommended salary adjustments, the 2017 Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. § 92-2.5 on January 24, 2017. The PIG provided its recommendations to the Salary Commission on February 28, 2017. The PIG recommended a 5.0% increase for all elected and appointed employees. The 2017 Salary Commission scheduled a public hearing to allow public testimony on the PIG's recommendations which was held on March 21, 2017.
4. On April 25, 2017, a motion was made to adopt the PIG's recommendation of a 5% increase for all elected officials and appointed employees. The 2017 Salary Commission then voted in favor of the PIG's recommended 5.0% increase of the salaries of all elected and appointed employees.
5. The 2017 Salary Commission makes the following recommendations on the salaries and salary schedules for elected officials and appointed employees:

Position	2017 Proposed Salaries	Percentage increase
Mayor	\$173,184	5.0%
Council Chair	\$71,520	5.0%
Councilmember	\$64,008	5.0%
Prosecuting Attorney	\$164,136	5.0%
Managing Director	\$165,672	5.0%
Deputy Managing Director	\$157,056	5.0%
Department Heads, except Police, Fire, Medical Examiner	\$154,728	5.0%
Police Chief	\$191,184	5.0%
Fire Chief	\$185,112	5.0%
Medical Examiner	\$288,192	5.0%
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$146,808	5.0%
First Deputy Prosecuting Attorney	\$156,072	5.0%
Deputy Police Chiefs	\$182,352	5.0%
Deputy Fire Chief	\$176,544	5.0%
Deputy Medical Examiner	\$230,592	5.0%
Band Director	\$136,512	5.0%
Schedule of salaries of the deputies of the Corporation Counsel:		
First Deputy Corporation Counsel	\$146,808	5.0%
Deputy (LS) Corp. Counsel	\$69,816 – \$154,728	5.0%
Schedule of salaries of the deputies of the Prosecuting Attorney	\$54,912 – 152,384	5.0%

The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the City Council of the City and County of Honolulu this 25th day of April 2017.



KEVIN SAKAMOTO, CHAIR



BRIAN TAMAMOTO, VICE-CHAIR



MERLE KELAI



DIANE PETERS-NGUYEN



GUY TAJIRI



GERALD TAKEUCHI



CLAIRE YUEN